



# Building South Dakota's Healthcare Workforce

South Dakota Department of Health

Office of Rural Health

July 2007

## LICENSED PRACTICAL NURSE (LPN)

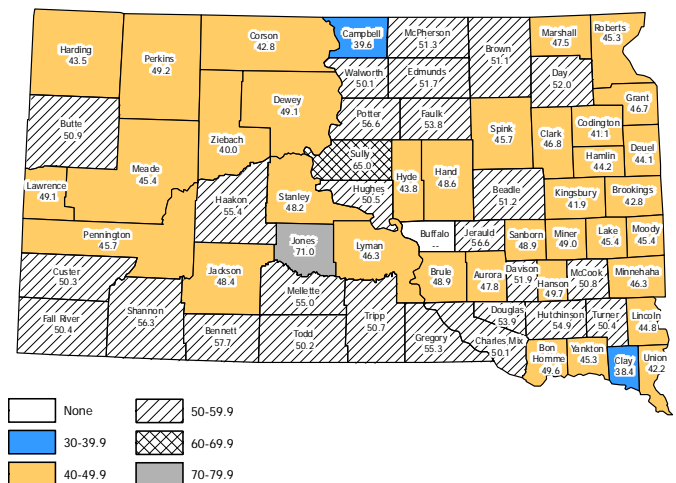
Growing concerns regarding the critical shortage of healthcare professionals in the State has prompted the creation of the South Dakota Healthcare Workforce Initiative. This initiative is a joint effort between the Departments of Education, Health and Labor, as well as the South Dakota Board of Regents. The purpose of this inter-agency project is to ensure a competent and qualified healthcare workforce that meets the needs of all South Dakotans.

According to the South Dakota Department of Labor, there is a projected increase of nearly 30 percent in the number of healthcare workers needed between the years of 2004 and 2014. As healthcare facilities face this increased need in providers, they are also looking at a shrinking pool of potential replacements. In South Dakota, between 2010 and 2025, the percentage of potential workers (ages 15-64) is projected to decrease by 4.4 percent. According to the Western Interstate Commission for Higher Education, the number of high school graduates will decrease by 16.5 percent between 2001/02 and 2017/18. While the number of youth in South Dakota slowly decreases, the percentage of those of retirement age (age 64 and up) increases drastically. The South Dakota State Data Center indicates an increase of 58 percent among those of retirement age.

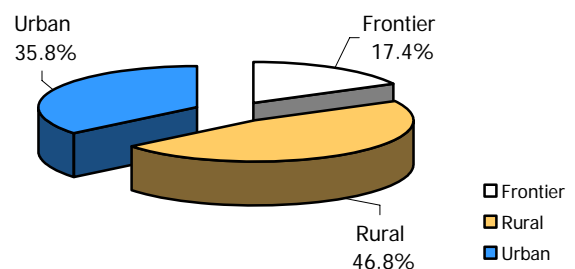
The information presented below has been compiled by the South Dakota Department of Health. This fact sheet includes information pertaining to workforce issues for licensed practical nurses (LPN). For more information contact the South Dakota Board of Nursing / South Dakota Center for Nursing Workforce at 605.362.2760; or the Department of Health at 605.773.3361.

## DEMOGRAPHICS

There are currently 2,109 actively licensed LPNs residing in South Dakota ranging from the age of 20 to 87 years old. The map below depicts the average age by county in which LPNs reside<sup>1</sup>.



Only 35.8 percent of actively licensed LPNs in South Dakota currently reside in an urban community, while 17.4 percent of LPNs reside in frontier communities<sup>1</sup>.



Almost all, 97.4 percent, of LPNs are female while 2.6 percent are male. The average age of LPNs in South Dakota is 47. Over half, 60.8 percent, of LPNs are aged 46 and over<sup>1</sup>.



## Ensuring a competent and qualified healthcare workforce that meets the health needs of all South Dakota residents...

### PROJECTED WORKER NEED

In 2007, there were 2,109 actively licensed LPNs in South Dakota. **This number is projected to grow to 2,370 by the year 2014, an increase of 12.4 percent<sup>2</sup>.**

### PERCENT OF VACANCIES AND TURNS

A vacancy is defined as a budgeted position not currently filled, while a turnover is defined as the number of employees who left a facility during the fiscal year. Listed below, are the percent of vacancies and turnovers for full-time LPNs by year<sup>3</sup>. Please note data for the below years was gathered from assisted living centers, inpatient chemical dependency, certified end-stage renal disease, home health agencies, intermediate care for mentally retarded, nursing facilities, rural health clinics, hospitals, and starting in 2003 clinics.

Year	Percent of Vacancies	Percent of Turns
2002	7.5	14.6
2003	4.5	11.7
2004	8.4	11.0
2005	3.6	11.1
2006	3.6	15.3

### EDUCATION

South Dakota's nursing education programs provide students diverse opportunities and choices in selecting a nursing education pathway that best suits their personal goals. Practical (Vocational) nursing programs are offered through South Dakota's five Board of Nursing approved programs including, Lake Area Technical Institute, Sisseton-Wahpeton College, Sinte Gleska University, Southeast Technical Institute, and Western Dakota Technical Institute<sup>1,4</sup>. For more information visit [www.doh.sd.gov/boards/nursing](http://www.doh.sd.gov/boards/nursing) [www.doh.sd.gov/boards/nursing.sdcenter](http://www.doh.sd.gov/boards/nursing.sdcenter).

### HEALTHCARE INCENTIVE PROGRAMS

The Office of Rural Health administers a variety of programs to assist communities in recruiting health care professionals. Licensed Practical Nurses are eligible to participate in the Health Professional Recruitment Incentive Program. For more

information on this program, please visit [www.doh.sd.gov/RuralHealth/recruit.aspx](http://www.doh.sd.gov/RuralHealth/recruit.aspx).

### LICENSURE

The South Dakota Board of Nursing licenses and regulates LPNs in South Dakota. LPN Licensure requirements include: application, fee, graduate from Board approved school of nursing, pass national NCLEX-PN examination, and complete criminal background check<sup>1</sup>. For more information visit [www.doh.sd.gov/boards/nursing](http://www.doh.sd.gov/boards/nursing)

### LINKS OF INTEREST

- Health Occupations for Today and Tomorrow (HOTT) [www.sdjobs.org/sdhott](http://www.sdjobs.org/sdhott)
- Occupational Outlook Handbook (OOH) [www.bls.gov/oco](http://www.bls.gov/oco)
- O\*Net Link <http://online.onetcenter.org/link/summary/29-2061.00>
- South Dakota Board of Nursing [www.doh.sd.gov/boards/nursing](http://www.doh.sd.gov/boards/nursing)
- South Dakota Center for Nursing Workforce [www.doh.sd.gov/boards/nursing/sdcenter](http://www.doh.sd.gov/boards/nursing/sdcenter)
- South Dakota Department of Labor [www.sdjobs.org](http://www.sdjobs.org)
- South Dakota Department of Health, Office of Rural Health/Recruitment [www.doh.sd.gov/RuralHealth/recruit.aspx](http://www.doh.sd.gov/RuralHealth/recruit.aspx)
- U.S. Department of Labor [www.bls.gov](http://www.bls.gov)

### FOOTNOTES

<sup>1</sup> South Dakota Board of Nursing, [www.doh.sd.gov/boards/nursing](http://www.doh.sd.gov/boards/nursing)

<sup>2</sup> Labor Market Information Center, SD Department of Labor, June 2006

<sup>3</sup> South Dakota Department of Health.

<sup>4</sup> South Dakota Center for Nursing Workforce;

[www.sd.gov/boards/nursing/sdcenter](http://www.sd.gov/boards/nursing/sdcenter)

Only LPNs actively licensed and residing in South Dakota included above.

LPNs shown by county in which they reside.

Vacancy numbers are as of January 31<sup>st</sup> for the respective year.

Percent of Turnover is defined as turnover for the facility's fiscal year divided by current total budgeted positions.

Percent of Vacancies is defined as current total budgeted vacancies divided by current total budgeted positions.

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## LICENSED PRACTICAL NURSE

SD County	Count	Average Age	SD County	Count	Average Age
Aurora	4	47.8	Hyde	4	43.8
Beadle	31	51.2	Jackson	5	48.4
Bennett	10	57.7	Jerauld	5	56.6
Bon Homme	19	49.6	Jones	1	71.0
Brookings	40	42.8	Kingsbury	14	41.9
Brown	78	51.1	Lake	26	45.4
Brule	13	48.9	Lawrence	56	49.1
Buffalo	-	-	Lincoln	87	44.8
Butte	29	50.9	Lyman	4	46.3
Campbell	5	39.6	Marshall	12	47.5
Charles Mix	14	50.1	McCook	17	50.8
Clark	13	46.8	McPherson	9	51.3
Clay	16	38.4	Meade	86	45.4
Codington	126	41.1	Mellette	1	55.0
Corson	4	42.8	Miner	7	49.0
Custer	24	50.3	Minnehaha	478	46.3
Davison	32	51.9	Moody	20	45.4
Day	13	52.0	Pennington	278	45.7
Deuel	14	44.1	Perkins	10	49.2
Dewey	7	49.1	Potter	8	56.6
Douglas	14	53.9	Roberts	39	45.3
Edmunds	7	51.7	Sanborn	7	48.9
Fall River	46	50.4	Shannon	12	56.3
Faulk	11	53.8	Spink	20	45.7
Grant	30	46.7	Stanley	9	48.2
Gregory	3	55.3	Sully	2	65.0
Haakon	10	55.4	Todd	13	50.2
Hamlin	25	44.2	Tripp	13	50.7
Hand	8	48.6	Turner	21	50.4
Hanson	6	49.7	Union	39	42.2
Harding	2	43.5	Walworth	21	50.1
Hughes	30	50.5	Yankton	69	45.3
Hutchinson	29	54.9	Ziebach	3	40.0

Note: Only licensed practical nurses actively licensed and residing in South Dakota included above.

Licensed practical nurses shown by county in which they reside.

Source: South Dakota Board of Nursing

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